

OFFICE OF AFFIRMATIVE ACTION COMPLIANCE  
COUNTY OF LOS ANGELES

5/16/78

7/16/78

Don Arret

78 03839.1

600 West Temple Street, Room 780  
Hall of Administration  
Los Angeles, California 90012  
874-1025

MICHAEL H. ISHIKAWA JR.  
AFFIRMATIVE ACTION COMPLIANCE OFFICER

MAY 12 1978

Members of the Board

Peter F. Schabarum  
Kenneth Hahn  
Edmund D. Edelman  
James A. Hayes  
Baxter Ward

May 4, 1978

C: KD

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TAM

MG

WHS

5/15/78

Copy to

Faculty Council  
Dr. Melinkoff  
Dr. Granger

HONORABLE BOARD OF SUPERVISORS  
County of Los Angeles  
383 Hall of Administration

Gentlemen:

IMPACT REPORT (PROPOSITION 13 ON AFFIRMATIVE ACTION  
PROGRESS FOR LOS ANGELES COUNTY)

On May 2, 1978, the Chief Administrative Officer submitted an Alternative Budget (1978-79) to reflect the reduced level of funding which would be available if Proposition 13 is enacted on June 6, 1978. This Alternative Budget includes the layoff of approximately 34,500 employees, most with less than 10 years of county service.

In accordance with the mandate of the Office of Affirmative Action Compliance, "to advise the Board concerning the development and implementation of an effective, lawful and comprehensive affirmative action program," the following information regarding the impact of the passage of Proposition 13 on Los Angeles County's affirmative action progress is respectfully submitted:

White Employees

The County presently employs 33,026 (50.6%) persons who are classified as White. Should Proposition 13 be approved 14,857 (39%) White employees will be scheduled for layoff on the basis of seniority. This layoff figure represents a net reduction of 44% of the County's White employee workforce. For those 30,720 employees that will remain in the County workforce, 20,490 (66.7%) will be White.

Black Employees

The County presently employs 19,395 (29.7%) persons who are classified as Black. Should Proposition 13 be approved 11,469 (33%) Black employees will be scheduled for layoff on the basis of seniority. This figure represents a net reduction of 63% of the County's current Black employee workforce.

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For those 30,720 employees remaining in the County workforce, 7,926 (25.8%) will be Black.

#### Hispanic Employees

The County presently employs 9,042 (13.8%) persons who are classified as Hispanic. Should Proposition 13 be approved 7,567 (20%) Hispanic employees will be scheduled for layoff on the basis of seniority. This figure represents a net reduction of 83% of the County's current Hispanic employee workforce. For those 30,720 employees remaining in the County workforce, 1,475 (4.8%) will be Hispanic.

#### Asian/Pacific Employees

The County presently employs 3,657 (5.9%) persons who are classified as Asian/Pacific. Should Proposition 13 be approved 2,828 Asian/Pacific employees (8%) will be scheduled for layoff on the basis of seniority. This figure represents a net reduction of 84% of the County's current Asian/Pacific employee workforce. For those remaining 30,720 employees in the County workforce, 829 (2.7%) will be Asian/Pacific.

#### American Indians

The County presently employs 191 (.3%) persons who are classified as American Indian. Since the County did not classify American Indians as a separate ethnic group in 1968, it is difficult to project how many American Indians will be impacted as a result of the passage of Proposition 13. However, since a large percentage of the 191 American Indians in the County workforce are employed in non-mandated programs and in departments that are scheduled for elimination, it is estimated that American Indians will be adversely affected.

#### Women Employees

The County presently employs 33,009 (50.5%) women. The County began to report statistical employment information for women in 1973 in compliance with Federal law changes (Equal Employment Opportunity Act of 1972). Therefore, making it difficult to estimate the impact for women on the basis of seniority for the past 10 years. However, in 1973 when comparing classification levels for women in management, it is determined that 189 women (52.5%) have entered the management ranks between 1973 and 1978. Should Proposition 13 be approved these 189 women will be adversely affected.



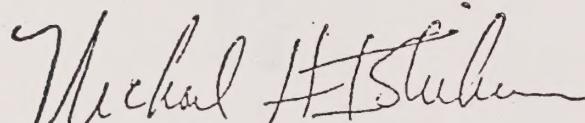
Summary

The passage of Proposition 13 on June 6, 1978 and your Board's approval of the Chief Administrative Officer's Alternative Budget (1978-79) submitted on May 2, 1978, will eliminate all progress in the hiring and promotion of minorities and women for the past 10 years. The ethnic composition of the remaining County workforce after the layoffs will closely reflect the County's ethnic composition in 1968.

A comparison of ethnic and sex statistics for the past 10 years clearly indicates progress in your Board's mandate for an aggressive affirmative action program. Of the 37,000 persons hired in the past 10 years, 61% have been minorities. Proposition 13 and the layoffs will reverse your Board's efforts to provide a County workforce that is reflective of the population it serves. This comes at a time when the ethnic trends for Los Angeles County indicate a significant increase in its minority populations.

According to a report prepared by the Community Development Department, City of Los Angeles, entitled: An Ethnic Trend Analysis of Los Angeles County 1950-1980, dated December, 1977, the estimates of population for Los Angeles County for 1980 are: 49.4% White; 16.2% Black; 28.8% Hispanic; 5.5% Other including Asian/Pacific. The statistics discussed in this Impact Report does not reflect the efforts to hire and promote the handicapped.

Sincerely,

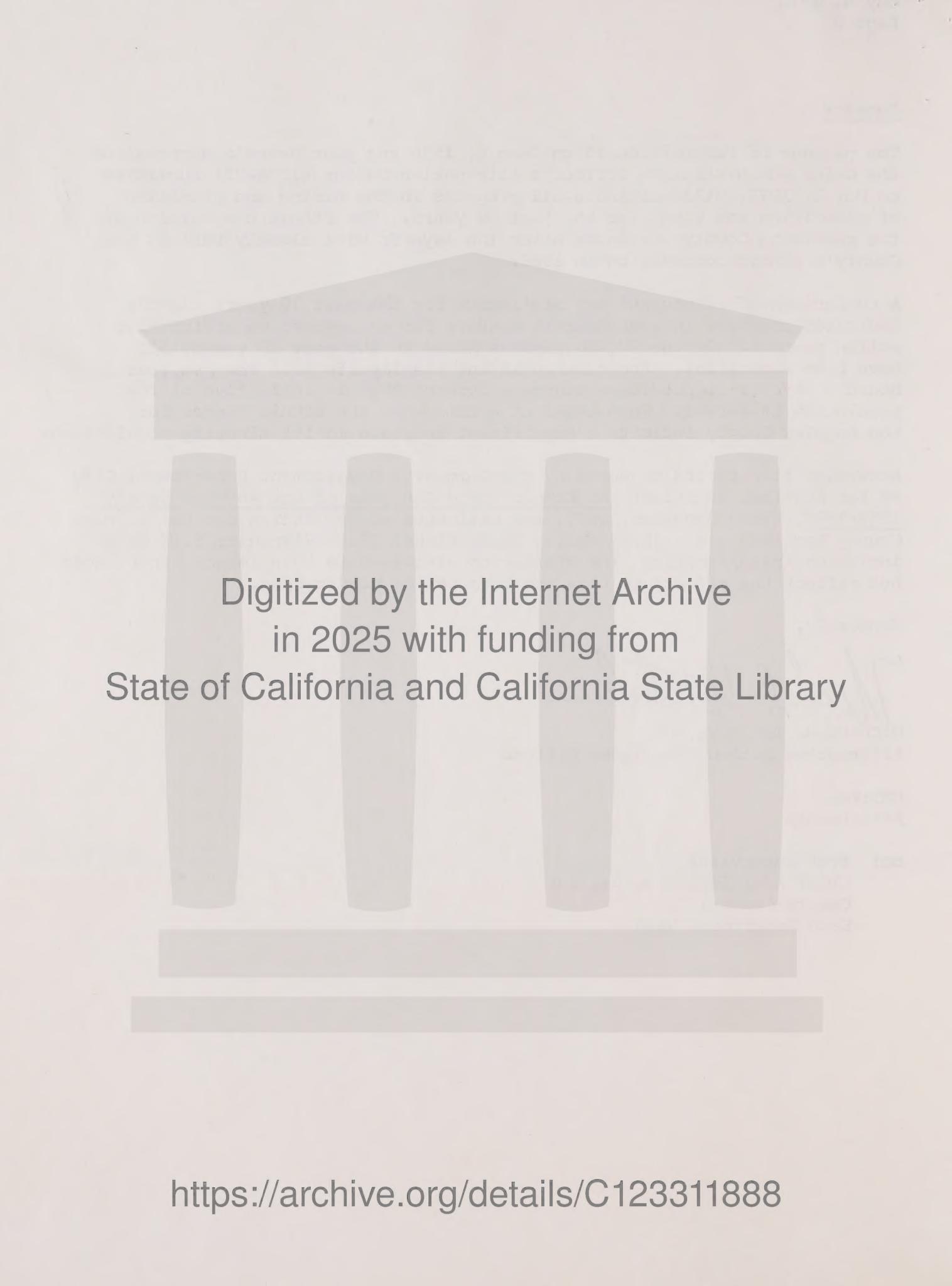


MICHAEL H. ISHIKAWA, JR.  
Affirmative Action Compliance Officer

MHI:maw

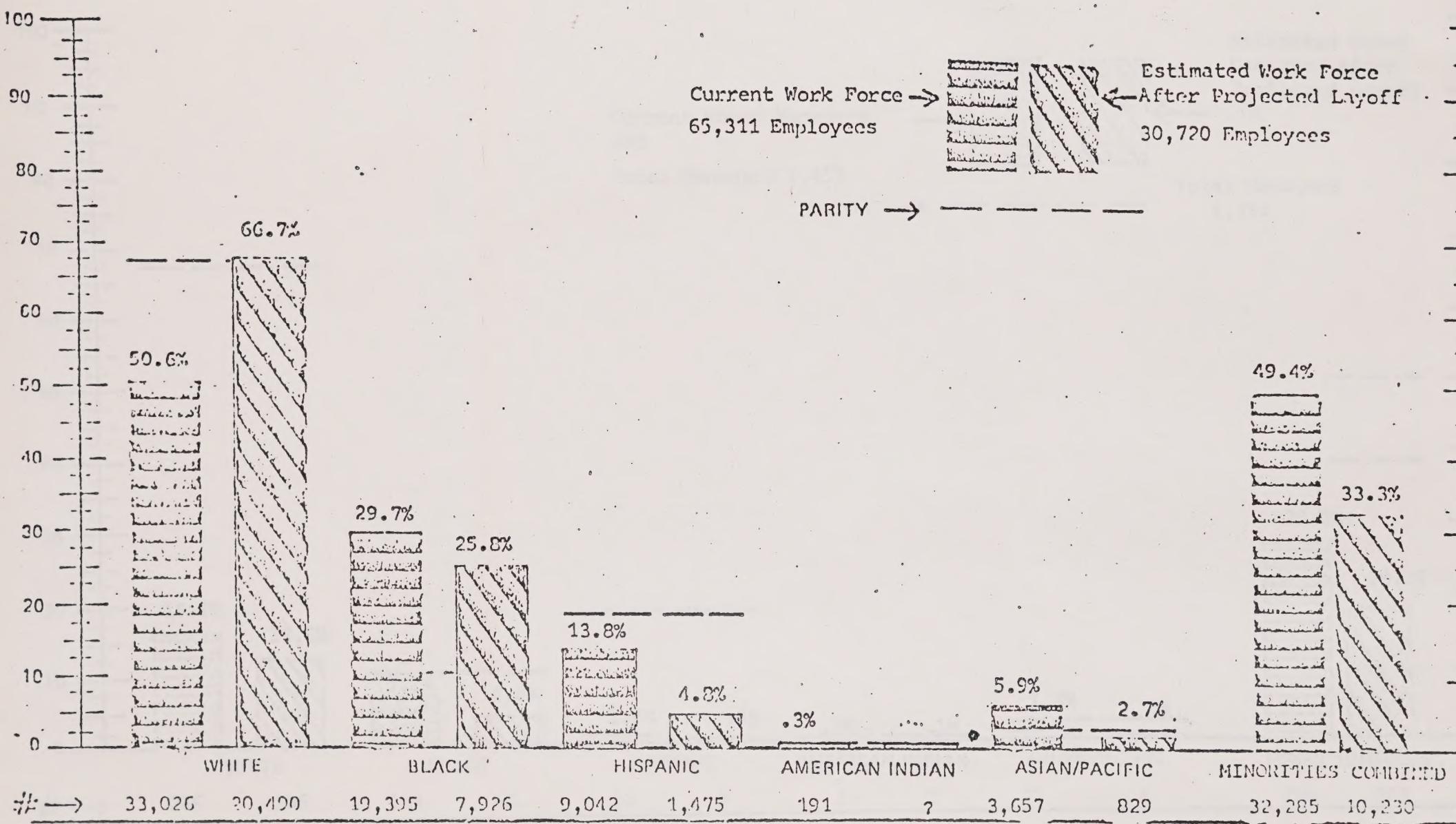
Attachments

cc: Each Supervisor  
Chief Administrative Officer  
County Counsel  
Each Department Head



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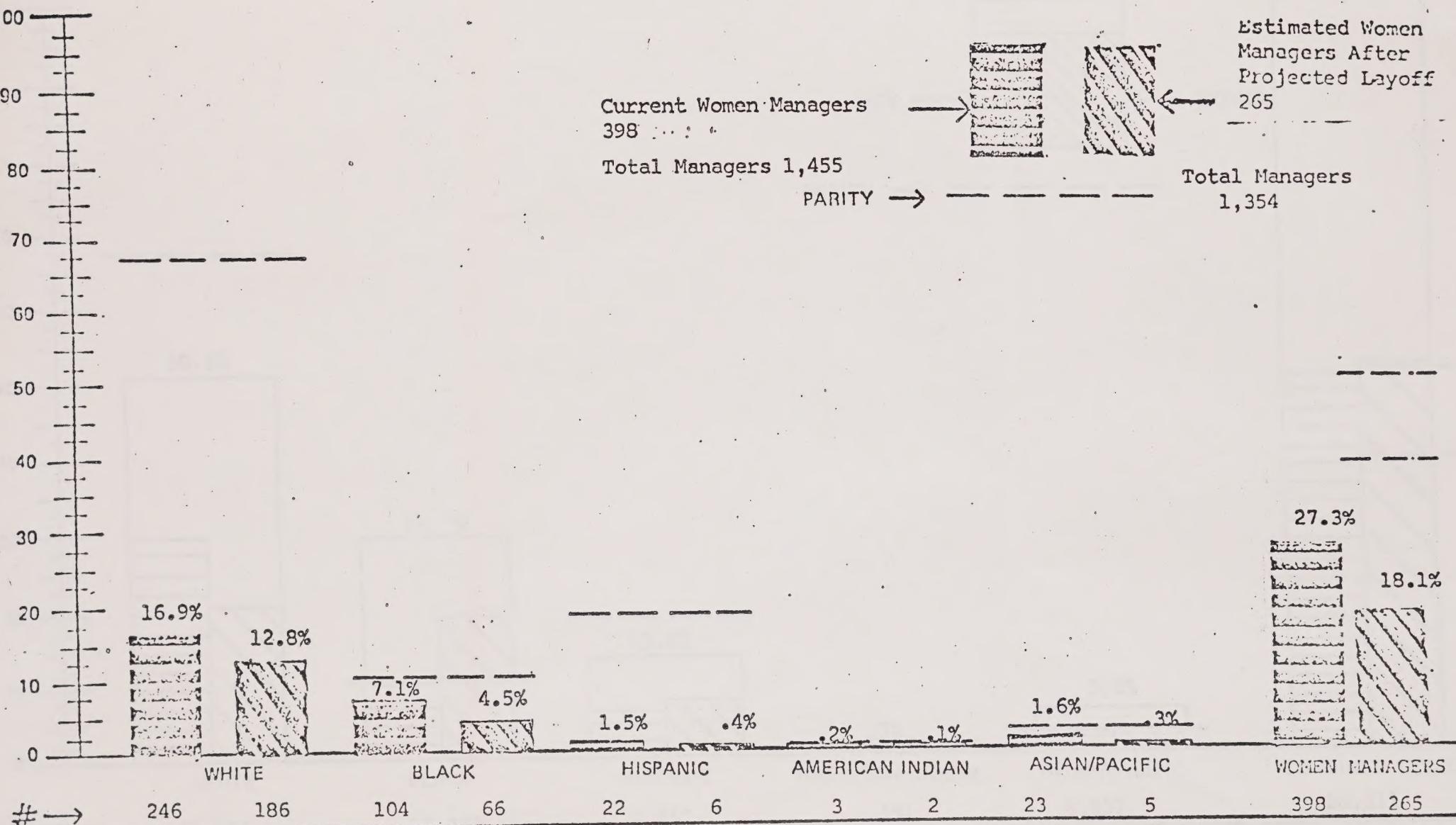


SOURCE: CAO Monthly Report

OFFICE OF AFFIRMATIVE ACTION COMPLIANCE  
COUNTY OF LOS ANGELES

PARITY BASED ON 1970 CENSUS  
WHITE 67% AMERICAN INDIAN 1%  
BLACK 11% ASIAN/PACIFIC 3%  
HISPANIC 18%





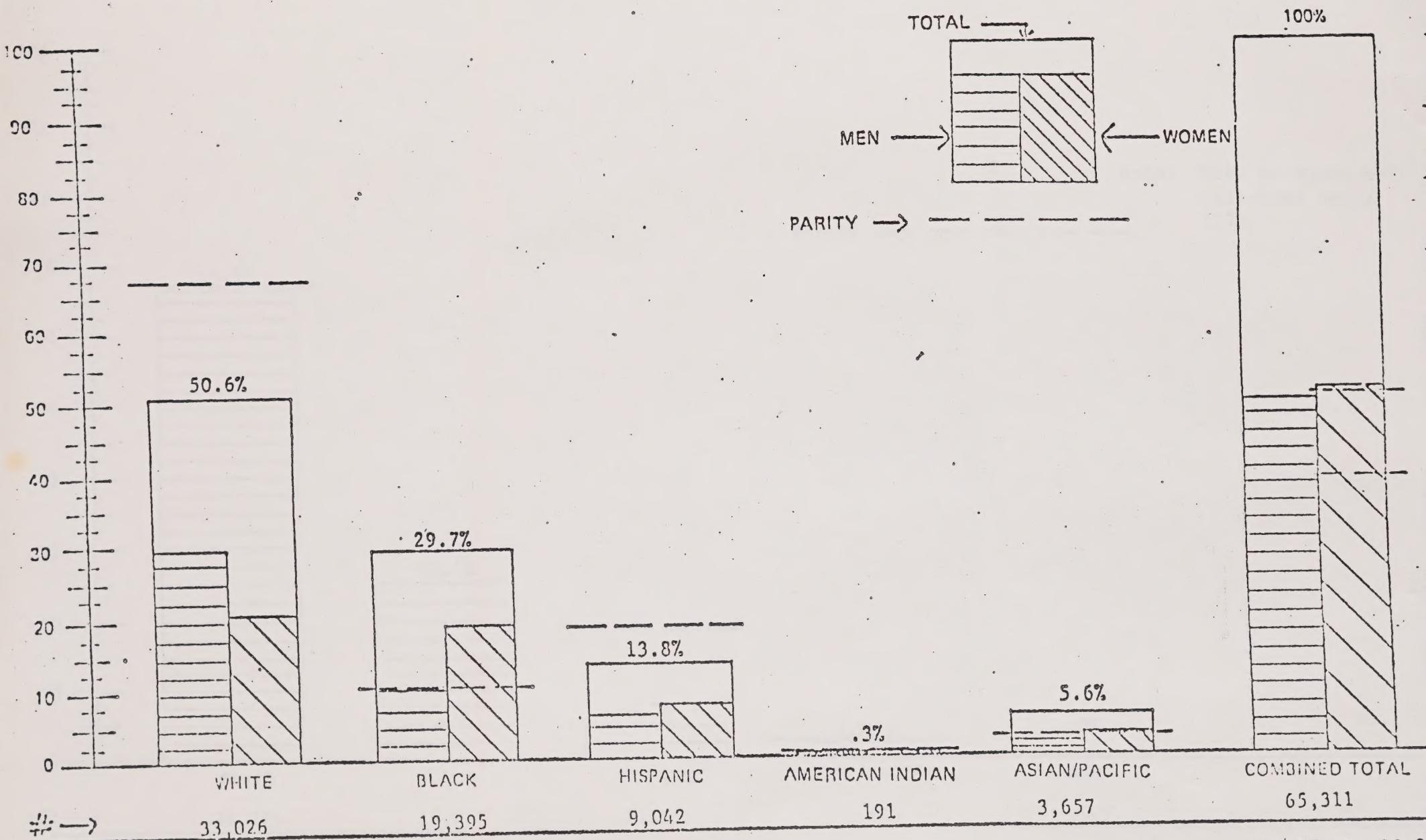
SOURCE: CAO Monthly Report

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COUNTY OF LOS ANGELES

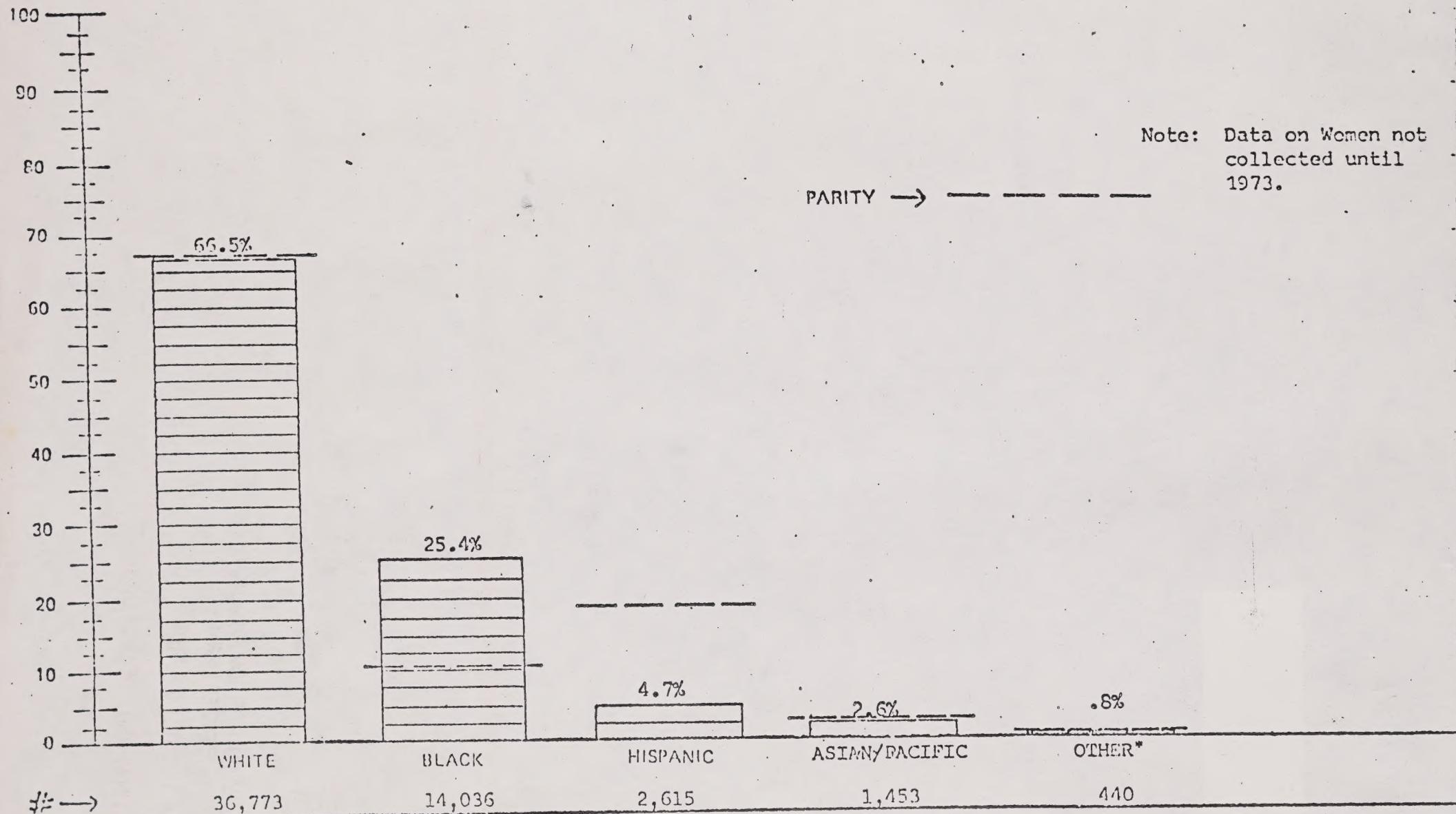
PARITY BASED ON 1970 CENSUS

PARITY FOR WOMEN ESTABLISHED  
DEPARTMENT OF PERSONNEL IS  
TO 50% OF EACH ETHNIC GROUP









\* - Other = "Non-White"

OFFICE OF AFFIRMATIVE ACTION COMPLIANCE  
COUNTY OF LOS ANGELES

PARITY BASED ON 1970 CENSUS

WHITE 67%	AMERICAN INDIAN 1%
BLACK 11%	ASIAN/PACIFIC 3%
HISPANIC 18%	

SOURCE: DOP Board  
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